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ABSTRACT

As part of the Integrated Postsecondary Education Data System (IPEDS) survey, this study reviewed data from Illinois on employment in higher education in that state during fall 1993 with a view to reporting on the status of female and minority employment. In particular the review looked at the number of individuals in each of the occupational categories, the number of faculty and their tenure status, and the number of persons within salary ranges for each of the occupations. The data were gathered from all public institutions, 91 private not-for-profit institutions, and 12 proprietary institutions. Findings included the following: (1) of 139,312 employees 53 percent were women and 75 percent were white; (2) women occupied one third of faculty positions and 90.8 percent of clerical positions; (3) of 25,038 full-time faculty, men represented 65.8 percent of all faculty and 82.3 percent of professors (the highest rank); (4) 70 percent of men and 44 percent of women earned at least $40,000; (5) minorities occupied 12.5 percent of faculty positions and 14.9 percent of administrative positions; (6) women and minorities were less likely than men and whites to be in tenured faculty positions, although larger proportions of them are on track for tenure suggesting that institutions have made attempts to increase the diversity of faculty in full-time, permanent positions. Appendixes contain definitions and tables of data. (JB)

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Item #9
July 11, 1995

STATE OF ILLINOIS
BOARD OF HIGHER EDUCATION

FALL 1993 EMPLOYMENT IN ILLINOIS HIGHER EDUCATION

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STATE OF ILLINOIS
BOARD OF HIGHER EDUCATION

FALL 1993 EMPLOYMENT IN ILLINOIS HIGHER EDUCATION

The Board of Higher Education is the Illinois coordinator for the federal Integrated Postsecondary Education Data System (IPEDS) surveys. The IPEDS surveys supply data for a national data base of information on employment in higher education, enrollments and degrees, faculty salaries and other financial data, library resources, and other information regarding U. S. colleges and universities. Information on employment in higher education is collected every other year through the Fall Staff Survey. The Fall Staff Survey became a part of the IPEDS surveys in 1993. Previously, employment information was collected by the federal Equal Employment Opportunity Commission through the Higher Education Staff Information Survey (also called the EEO-6 survey). Board staff last reported employment in higher education in January 1991, using data from the fall 1989 EEO-6 survey. This report provides information using data collected in fall 1993.

The IPEDS Fall Staff Survey requests that colleges and universities report the number of employees and their gender, race/ethnicity, occupation, tenure status (for faculty), salary (for full-time only), and employment status (full-time or part-time). Occupation is reported by seven broad categories: faculty; executive, administrative, and managerial; other professionals; technical and paraprofessionals; clerical and secretarial; skilled crafts; and service and maintenance. For part-time employees there is an additional category for teaching assistants and research assistants. The definitions of each of these categories are listed in Appendix A. In 1993, all public institutions, 91 private not-for-profit institutions, and 12 proprietary institutions completed the Fall Staff Survey. In addition, the Board of Higher Education, the Illinois Community College Board, and the Illinois Student Assistance Commission supplied employment information. The state totals include the employees of these three higher education agencies. Sector totals contain information from public university governing boards. The Fall Staff Survey is used to report on the status of minority and female employment in Illinois higher education.

This report provides a statewide perspective on the number of individuals in each of the occupational categories, the number of faculty and their tenure status, and the number of persons within salary ranges for each of the occupations. Trends since 1979 for faculty and administrators are also presented. The data are summarized by gender and racial groups and presented for each sector. The numbers of American Indians and Alaskan Natives are reported in the summary tables, as the small number of such individuals makes it difficult to compare them to statewide averages and other racial groups. Private institutions are divided into two groups--those with 500 or more employees and those with fewer than 500 employees (designated as "large" and "small"). The information allows the Board of Higher Education to monitor progress toward its goal of increasing female and minority personnel in leadership positions. The report concludes with a summary and notes institutional efforts to increase female and minority representation.

In fall 1993, there were 139,312 employees of Illinois higher education and 53 percent of these employees were women. Three-fourths of all higher education employees were white, 13.2 percent were Black, 3.3 percent were Hispanic, 8.6 percent were Asian, and 0.3 percent were American Indian or Alaskan Native. (For 114 individuals, race/ethnicity was unknown.) The underrepresentation of Blacks and Hispanics in higher education is evidenced by the 1990 census. In 1990, Blacks accounted for 14.6 percent and Hispanics were 7.9 percent of the Illinois population. Furthermore, the Illinois Department of Commerce and Community Affairs predicts that by the year 2010, Blacks will be 17 percent and Hispanics will be 12 percent of the state population.

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As Table 1 shows, the majority of higher education employees, 63.3 percent, worked full-time. This proportion varied within the different sectors. Seventy-six percent of employees at large private institutions worked full-time, while 39.5 percent of employees at community colleges worked full-time. Due to increases in part-time employment at public universities and private institutions, the overall proportion of part-time employees has increased since fall 1989. Twelve percent of public university employees worked part-time in 1989 and 33.6 percent did in 1993. Private institutions have also experienced increases in part-time employees. In 1989, 20 percent of employees at large private institutions worked part-time, compared to 24.2 percent in 1993. At small private institutions, the proportion of part-time employees increased from 25 percent to 30.9 percent. There has been no change in workload patterns at community colleges where about 60 percent worked part-time in 1989 and 1993.

Table 1

FALL 1993 HIGHER EDUCATION EMPLOYEES
BY SECTOR AND EMPLOYMENT STATUS

Sector	Total	Percent Full-Time	Percent Part-Time
Public Universities	55,157	66.4 %	33.6 %
Community Colleges	32,191	39.5	61.5
Large Private Inst.	41,343	75.8	24.2
Small Private Inst.	9,965	69.1	30.9
Higher Ed. Agencies	656	97.3	2.7
Statewide Total	139,312	63.3	36.7

Because the IPEDS survey collects limited data on part-time employees, the remainder of this report will focus only on full-time employees.

Occupation

In fall 1993, there were 88,198 full-time employees in Illinois higher education. Just over half of these employees were women, although their representation varied considerably within occupations. As shown in Figure A, women occupy about one-third of faculty positions, 90.8 percent of clerical positions, and just four percent of skilled craft positions. Women represent almost half of administrative positions and they outnumber men in the professional category.

Racial representation also varies by occupation. Overall, whites represent 76.5 percent of all full-time higher education employees, Blacks make up 15.1 percent, Hispanics represent 3.2 percent, Asians comprise 4.2 percent, and American Indians make up less than one percent. As shown in Figure B, whites make up 86.1 percent and 85.5 percent, respectively, of faculty and administration. Blacks are underrepresented among faculty (4.8 percent) but over-represented among clerical (25.5 percent) and service/maintenance personnel (32.8 percent). Asians make up 4.2 percent of all employees, but 5.8 percent of faculty, 6.5 percent of professionals, and 6.1 percent of technical personnel. Hispanics and American Indians have very low representation in all occupations.

As shown in Table 2, patterns of gender and racial representation vary across the sectors. Statewide, 40.7 percent of men, but only 18 percent of women are in faculty positions. Women are most likely to be found in clerical positions (35.9 percent). Men are slightly more likely to be found in administrative positions and women are more likely to have other professional occupations. This

Figure A
Gender and Occupation of
Fall 1993 Full-Time Employees

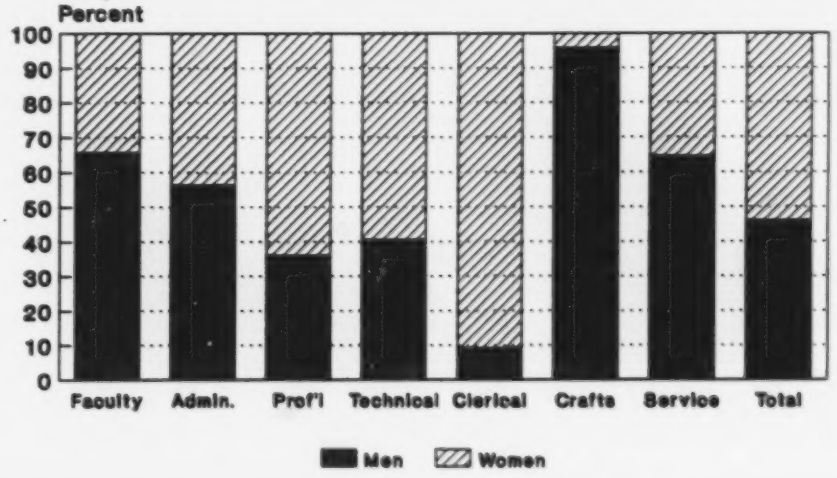


Figure B
Racial/Ethnic Group and Occupation of
Fall 1993 Full-Time Employees

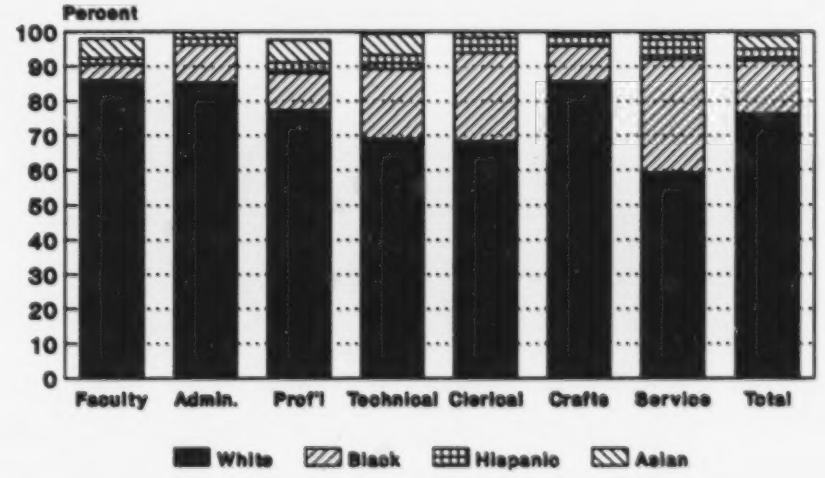


Table 2

RACE AND GENDER BY SECTOR AND OCCUPATION
FALL 1993 FULL-TIME EMPLOYEES

Occupational Category	White Non-Hispanic		Black Non-Hispanic		Hispanic		Asian or Pacific Islander		American Indian or Alaskan Native		Total*	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Statewide Totals	100.0 %	100.0 %	100.0 %	100.0 %	100.0 %	100.0 %	100.0 %	100.0 %	100.0 %	100.0 %	100.0 %	100.0 %
Faculty	44.0	21.0	13.1	7.0	21.8	10.0	55.2	21.5	21.4	13.3	40.7	18.0
Executive/Admin./Managerial	11.7	7.8	7.9	5.6	6.7	4.5	4.4	3.6	3.6	6.2	10.6	7.0
Other Professionals	15.4	24.9	11.8	15.2	14.5	21.5	21.7	43.0	21.4	18.6	15.8	23.7
Technical/Paraprofessional	6.3	7.7	9.8	10.4	10.1	10.7	8.9	14.2	10.7	9.7	6.8	8.5
Clerical/Secretarial	3.4	33.9	12.8	46.9	9.3	43.5	4.7	14.4	3.6	38.9	4.6	35.9
Skilled Crafts	7.9	0.3	6.9	0.3	7.4	0.1	1.0	0.0	16.1	0.9	7.4	0.3
Service/Maintenance	11.4	4.5	37.6	14.6	30.2	9.8	4.1	3.4	23.2	12.4	14.2	6.6
Public Universities	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Faculty	39.9	18.8	12.4	6.3	26.5	11.0	66.8	23.2	19.3	12.9	38.5	16.6
Executive/Admin./Managerial	9.8	6.2	9.1	5.5	7.8	3.9	4.9	3.4	1.2	2.9	9.2	5.8
Other Professionals	16.8	24.3	13.6	21.3	20.1	23.8	20.3	50.3	24.1	21.4	16.9	24.6
Technical/Paraprofessional	5.9	7.8	8.8	13.1	7.8	9.8	2.9	10.2	4.8	10.0	6.0	8.9
Clerical/Secretarial	2.7	35.9	9.6	39.1	7.6	41.8	2.8	9.8	2.4	37.1	3.5	35.6
Skilled Crafts	10.2	0.5	8.8	0.4	5.9	0.2	1.0	0.0	20.5	1.4	9.4	0.5
Service/Maintenance	14.8	6.5	37.7	14.3	24.2	9.6	1.4	3.2	27.7	14.3	16.4	7.9
Community Colleges	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Faculty	51.3	31.6	27.0	23.3	14.5	14.0	59.0	54.8	46.2	26.3	47.4	30.1
Executive/Admin./Managerial	13.6	7.1	10.5	9.9	15.7	6.7	6.7	8.7	7.7	10.5	13.2	7.6
Other Professionals	7.2	11.4	10.5	10.0	4.4	11.8	12.4	11.5	0.0	10.5	7.6	11.1
Technical/Paraprofessional	8.1	9.2	7.3	4.6	8.2	7.9	6.7	7.7	15.4	5.3	8.0	8.4
Clerical/Secretarial	2.4	37.8	10.3	45.1	7.5	55.6	7.6	16.3	7.7	36.8	3.6	39.1
Skilled Crafts	5.5	0.3	6.8	0.2	5.7	0.0	1.0	0.0	7.7	0.0	5.6	0.3
Service/Maintenance	11.9	2.7	27.6	7.0	44.0	3.9	6.7	1.0	15.4	10.5	14.6	3.5
Higher Education Agencies	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Executive/Admin./Managerial	31.9	22.4	19.1	9.9	0.0	0.0	9.1	6.3	0.0	0.0	25.8	17.6
Other Professionals	13.3	10.6	11.8	4.9	0.0	18.2	22.7	25.0	0.0	0.0	13.3	10.4
Technical/Paraprofessional	14.5	12.6	7.4	9.9	28.6	22.7	13.6	12.5	0.0	0.0	12.9	12.6
Clerical/Secretarial	39.8	54.3	55.9	75.3	71.4	59.1	54.5	56.3	100.0	100.0	46.2	59.4
Service/Maintenance	0.6	0.0	5.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.9	0.0

Table 2 (Continued)

RACE AND GENDER BY SECTOR AND OCCUPATION
FALL 1993 FULL-TIME EMPLOYEES

Occupational Category	White Non-Hispanic		Black Non-Hispanic		Hispanic		Asian or Pacific Islander		American Indian or Alaskan Native		Total*	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Private Institutions With 500 or More Employees	100.0 %	100.0 %	100.0 %	100.0 %	100.0 %	100.0 %	100.0 %	100.0 %	100.0 %	100.0 %	100.0 %	100.0 %
Faculty	45.8	17.3	7.6	2.7	19.8	7.3	45.1	16.2	13.3	4.8	39.8	13.3
Executive/Admin./Managerial	11.6	8.4	4.7	3.9	2.0	2.9	3.5	3.1	13.3	9.5	9.6	6.8
Other Professionals	18.6	34.8	10.2	12.1	12.6	21.5	25.1	43.0	26.7	19.0	18.8	29.5
Technical/Paraprofessional	6.9	7.7	12.5	10.3	13.0	13.0	14.4	17.6	40.0	9.5	8.4	9.0
Clerical/Secretarial	4.6	29.4	16.3	53.3	12.0	43.9	4.9	16.4	0.0	47.6	6.2	34.8
Skilled Crafts	6.2	0.1	5.7	0.2	10.0	0.0	0.9	0.0	0.0	0.0	5.8	0.1
Service/Maintenance	6.2	2.4	43.1	17.5	30.7	11.4	6.0	3.7	6.7	9.5	11.3	6.4
Private Institutions With Fewer Than 500 Employees	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Faculty	48.7	27.6	23.9	14.6	24.1	13.3	75.7	37.7	na	0.0	47.4	26.2
Executive/Admin./Managerial	17.2	12.4	12.3	11.8	9.3	11.5	6.8	3.8	na	50.0	16.3	12.2
Other Professionals	11.1	14.9	14.5	13.4	16.7	23.0	5.4	28.3	na	0.0	11.3	15.3
Technical/Paraprofessional	2.3	3.7	3.6	4.5	8.3	6.7	2.7	11.3	na	50.0	2.6	4.0
Clerical/Secretarial	1.8	34.1	3.6	44.3	3.7	33.9	2.7	13.2	na	0.0	2.0	34.5
Skilled Crafts	6.8	0.2	2.9	0.4	4.6	0.0	1.4	0.0	na	0.0	6.4	0.2
Service/Maintenance	12.1	7.2	39.1	11.0	33.3	11.5	5.4	5.7	na	0.0	14.0	7.7

* Total includes persons for whom race/ethnicity is unknown.

Source: Integrated Postsecondary Education Data System

pattern is echoed at the public universities and large private institutions. Larger proportions of staff, both men and women, work as faculty at the community colleges and small private institutions.

Table 2 also reveals that minorities are more likely to be found in certain occupations depending upon the sector. Statewide, 40.7 percent of all men are in faculty positions, while 13.1 percent of Black men are in faculty positions. Black men are much more likely to be in clerical and service positions. Likewise, among all women 18 percent are in faculty positions while seven percent of Black women are in faculty positions. Black women are also more likely to be in clerical and service positions. Notably, at community colleges, the discrepancy between Blacks in faculty positions and all persons in faculty positions is less extreme.

A pattern similar to that for Blacks is found for Hispanic men and women in all sectors. The notable exception is that the discrepancies are less extreme for Hispanic women at public universities. That is, Hispanic women at public universities are only slightly less likely than all women to be in faculty positions. Asian men and women are more likely than all others to be in faculty positions and less likely to be in clerical and service positions within all sectors. Additionally, Asian women especially are more likely than women overall to be in other professional positions. Interestingly, Asians are not more likely than others to be in executive and administrative positions. The numbers of employees in the different occupational categories can be viewed in Table B-1 in Appendix B.

Table 3

TRENDS IN ADMINISTRATORS BY GENDER
FALL 1979 TO FALL 1993

	1979	1989	1993
Men			
Whites	67.1 %	52.8 %	49.6 %
Blacks	4.5	4.4	4.3
Hispanics	0.5	0.7	1.0
Asians	0.7	1.1	1.1
Women			
Whites	23.4	33.8	35.3
Blacks	2.9	5.5	6.7
Hispanics	0.4	0.8	1.0
Asians	0.4	0.7	0.8
Total Administrators	5,576	7,361	7,636

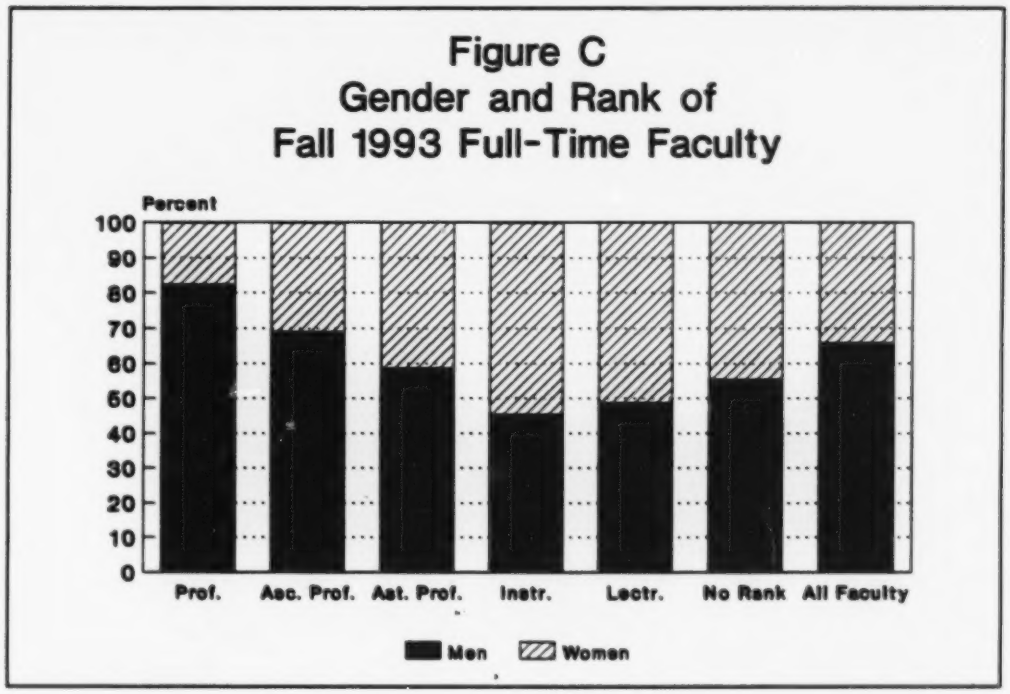
Table 3 shows trends in the gender and racial composition of administrators. In 1979, there were 5,576 administrators in Illinois higher education. More than four percent of these were Black men, 0.5 percent were Hispanic men, 0.7 percent were Asian men, and 67.1 percent were white men. Additionally, 2.9 percent were Black women, 0.4 percent were Hispanic women, 0.4 percent were Asian women, and 23.4 percent were white women. Among minorities, Black women made the greatest gains into administrative positions between 1979 and 1993. In fact, this was the only group that showed significant change. The decrease in the proportion of white male administrators between 1979 and 1993 (from 67.1 percent to 49.6 percent) seems mostly to be accounted for by an increased proportion of white women (from 23.4 percent to 35.3 percent). Hispanic and Asian men and women were very small proportions of administrators in both 1979 and 1993.

Faculty Rank and Tenure

Faculty represent the largest occupational category among full-time employees. The duties and promotional status of faculty determine rank which includes professor, associate professor, assistant

professor, instructor, and lecturer. Some institutions do not distinguish faculty by rank. Within ranks, faculty may be tenured, or not yet tenured but on track to earn tenure. Other full-time faculty may fill temporary or permanent positions, but they are not on a track that could eventually lead to tenure.

In fall 1993, there were 25,038 full-time faculty in Illinois. As shown in Figure C, although men represent 65.8 percent of all faculty positions, they represent over 82.3 percent of professors--the highest rank. Conversely, women, who comprise 34.2 percent of all faculty, represent higher proportions of instructors and lecturers (54.5 percent and 51.2 percent, respectively). Figure D shows that similar disproportionate representation exists by race. Whites comprise 86.1 percent of all faculty, but only 4.8 percent of all faculty are Black and 1.7 percent are Hispanic. Among professors, only 2.5 percent are Black and 1.2 percent are Hispanic, indicating that Blacks and Hispanics have higher representation in the lower ranks (i.e., assistant professor, instructors, and no rank). Only Asians have a proportion of professorships that is equal to their overall faculty representation--5.7 percent.



The proportion of minorities in the rank of professor or associate professor has increased slightly since 1979, although it remains smaller than the proportion of minorities in all faculty positions. Table 4 shows the proportion of minorities with the rank of professor or associate professor for 1979, 1989, and 1993. In 1979, there were 10,455 professors and associate professors in all sectors in Illinois. Almost 80 percent of these faculty were white men, while 1.4 percent were Black men, 0.7 percent were Hispanic men, and 3.5 percent were Asian men. Additionally, 13.2 percent of these faculty were white women, 0.9 percent were Black women, 0.2 percent were Hispanic women, and 0.4 percent were Asian women. By fall 1993, the proportion of white men as professors had dropped to 68.8 percent and the proportion of white women had increased to 20.7 percent.. Among minorities, Asian men enjoyed the greatest gain in the highest ranks--from 3.5 percent to 4.8 percent in 1993. The representation of other minorities has increased only slightly between 1979 and 1993.

Figure D
Racial/Ethnic Group and Rank of Fall 1993 Full-Time Faculty

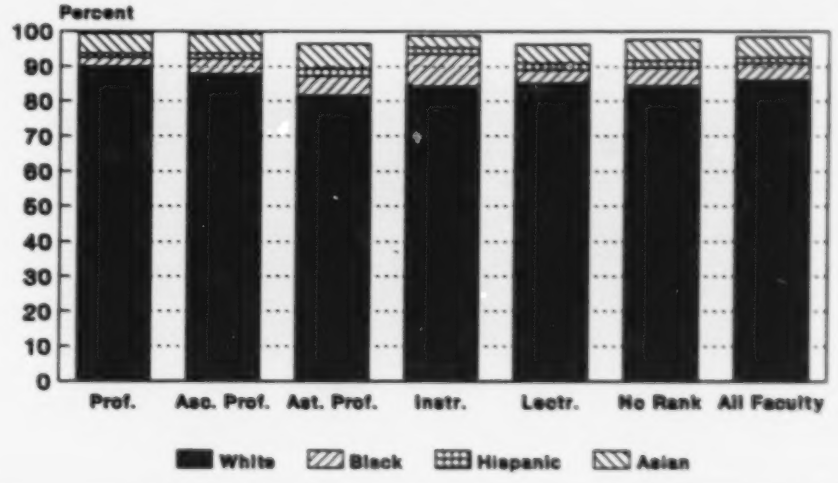


Table 4

TRENDS IN PROFESSORS AND ASSOCIATE PROFESSORS BY GENDER
FALL 1979 TO FALL 1993

	1979	1989	1993
Men			
Whites	79.7 %	72.4 %	68.8 %
Blacks	1.4	1.9	1.9
Hispanics	0.7	0.8	1.0
Asians	3.5	4.7	4.8
Women			
Whites	13.2	17.6	20.7
Blacks	0.9	1.3	1.5
Hispanics	0.2	0.3	0.3
Asians	0.4	0.8	0.9
Total	10,455	11,829	12,848

Statewide, the distribution of faculty by gender and race is similar for public universities and private institutions. Between 1979 and 1989, black professors and associate professors at community colleges increased from three percent to 6.8 percent for men and from 3.1 percent to 7.2 percent for women. But by 1993, those percentages had decreased again to 3.9 percent and 5.8 percent, respectively.

Table 5 provides a summary of tenure status by gender and race for each of the sectors. Among men statewide, 64.6 percent were tenured faculty, 21.2 percent were tenure-track faculty, and 14.2 percent were non-tenured faculty. Among men, minority men are less likely to be tenured than white men, but higher proportions of minority men are on the tenure track, signaling perhaps that in the future the proportions of minority men will more closely match the representation of all men in tenured positions. Among women statewide, 45.3 percent were tenured faculty, 28.8 percent were on-track faculty, and 26.0 percent were non-tenured faculty. Black women are just as likely to be in tenured positions as white women, but Hispanics and Asians have slightly lower representation in tenured positions. Like their male counterparts, higher proportions of Hispanic and Asian women are on the tenure track. Similar patterns exist within each of the sectors--men are more likely than women to be tenured, whites are more likely than minorities to be tenured, and relatively higher proportions of minorities are on the tenure track. Additional information is displayed in Table B-2 in Appendix B which shows the numbers of faculty rank and tenure by gender and race for each sector.

Salary

Table B-3 in Appendix B shows the number of full-time employees who earned salaries within five different salary ranges for each of eight general occupational groupings. Drawing from this information, Table 6 shows the proportion of employees, by sector, in each occupational category who earned salaries within the top two salary ranges. In general, higher proportions of men than women earn salaries in the highest two income categories in all occupational categories except clerical/secretarial. Additionally, whites and Asians are generally more likely to earn the highest incomes in each occupational category over all other racial/ethnic groups.

Statewide, 70 percent of men with 9-10 month faculty contracts earn at least $40,000 while 44 percent of women earn at that level. These proportions vary within racial/ethnic categories. Black and Hispanic men are less likely to earn over $40,000. There is less variation among women across most racial/ethnic categories. Asian men and women are slightly over-represented in the highest income categories. As shown in Table 6, representation in the highest income categories also varies by sector. At all but small private institutions, at least 70 percent of men (on 9-10 month faculty contracts) earn the highest salaries. Also, the discrepancy between men and women is least at the small private institutions. Only about one third of women at public universities earn the highest salaries, while over half do at community colleges and large private institutions.

The income discrepancy is less for faculty with 11-12 month contracts. Statewide, 75 percent of men and 64 percent of women earn over $40,000. There are also racial/ethnic differences. Among men, whites are more likely than the other groups to receive the highest incomes, but among women, Blacks are most likely to earn the highest incomes. Within sectors, only at small private institutions are men and women equally likely to earn the highest salaries. There are also differences by race, although there is no specific pattern.

Among administrative positions statewide, 80 percent of men and 55 percent of women earn at least $40,000. In general, Asian administrators are more likely than all administrators to earn over $40,000 per year. The other racial groups are underrepresented at the highest income levels. Within sectors, as Table 6 shows, the gender/racial patterns are similar--with an exception. At the community colleges, minority women are more likely than white women to earn the highest incomes.

Although it appears from the data that some inequities exist between the salaries of men and women and among racial groups, additional variables may explain some of the differences and make the inequities less severe. For example, differences in the salaries of faculty may be partially explained by the fact that, in general, faculty positions in business and the natural sciences pay more than positions in the humanities and social sciences. Men are more likely than women to teach in these fields. Similarly, higher proportions of Blacks and Hispanics teach in the humanities, social sciences,

Table 5

RACE AND GENDER BY SECTOR, RANK, AND TENURE STATUS
FALL 1993 FULL-TIME EMPLOYEES

Faculty Rank and Tenure	White Non-Hispanic		Black Non-Hispanic		Hispanic		Asian or Pacific Islander		American Indian or Alaskan Native		Total*	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Statewide Totals	14,277	7,289	552	644	252	165	1,090	366	24	15	16,471	8,567
Tenured Faculty	67.0 %	46.3 %	55.4 %	45.8 %	49.6 %	35.2 %	55.1 %	37.2 %	45.8 %	46.7 %	64.6 %	45.3 %
Non-tenured, On-track Faculty	19.8	28.0	28.8	29.7	34.9	37.6	26.3	36.6	41.7	20.0	21.2	28.8
Other Non-tenured Faculty	13.3	25.8	15.8	24.5	15.5	27.3	18.5	26.2	12.5	33.3	14.2	26.0
Public Universities	5,788	2,632	211	215	112	71	531	137	16	9	6,856	3,128
Tenured Faculty	70.7 %	40.5 %	51.2 %	33.0 %	58.0 %	35.2 %	65.5 %	45.3 %	31.3 %	22.2 %	67.7 %	39.5 %
Non-tenured, On-track Faculty	16.1	25.3	28.4	27.4	30.4	33.8	22.6	23.4	50.0	22.2	18.0	25.8
Other Non-tenured Faculty	13.2	34.2	20.4	39.5	11.6	31.0	11.9	31.4	18.8	55.6	14.3	34.8
Community Colleges	2,418	1,740	186	277	23	25	62	57	6	5	2,701	2,110
Tenured Faculty	88.4 %	79.5 %	76.9 %	73.3 %	52.2 %	56.0 %	87.1 %	71.9 %	83.3 %	100.0 %	87.1 %	78.1 %
Non-tenured, On-track Faculty	9.5	17.3	21.5	24.5	43.5	40.0	12.9	28.1	16.7	0.0	10.9	18.9
Other Non-tenured Faculty	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Private Institutions With 500 or More Employees	4,654	2,050	122	116	91	47	441	152	2	1	5,370	2,377
Tenured Faculty	56.5 %	30.4 %	37.7 %	13.8 %	46.2 %	27.7 %	37.6 %	17.8 %	50.0 %	0.0 %	53.8 %	28.6 %
Non-tenured, On-track Faculty	28.5	39.5	36.1	44.8	41.8	46.8	32.4	49.3	50.0	100.0	29.7	40.7
Other Non-tenured Faculty	15.0	30.1	26.2	41.4	12.1	25.5	29.9	32.9	0.0	0.0	16.6	30.8
Private Institutions With Fewer Than 500 Employees	1,417	867	33	36	26	22	56	20	0	0	1,544	952
Tenured Faculty	49.5 %	34.6 %	27.3 %	13.9 %	23.1 %	27.3 %	58.9 %	30.0 %	na	na	48.9 %	33.4 %
Non-tenured, On-track Faculty	23.7	30.0	45.5	33.3	23.1	27.3	28.6	55.0	na	na	24.4	30.8
Other Non-tenured Faculty	26.7	35.4	27.3	52.8	53.8	45.5	12.5	15.0	na	na	26.7	35.8

*Total includes those men and women for whom race/ethnicity is unknown.

Source: Integrated Postsecondary Education Data System

Table 6

PROPORTION OF FALL 1993 FULL-TIME EMPLOYEES
WHO EARN IN TOP TWO SALARY RANGES FOR EACH OCCUPATION
BY RACE, GENDER, AND SECTOR

Occupation and Sector	White Non-Hispanic		Black Non-Hispanic		Hispanic		Asian or Pacific Islander		American Indian or Alaskan Native		Total *	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Proportion of Faculty with 9-10 Month Contracts above $40,000												
Public Universities	70 %	33 %	51 %	35 %	57 %	39 %	80 %	34 %	36 %	20 %	69 %	34 %
Community Colleges	74	54	68	60	57	33	81	67	80	40	74	54
Large Private Institutions	79	53	58	53	66	57	81	54	na	100	78	53
Small Private Institutions	47	29	43	26	50	23	60	31	na	na	47	29
Statewide	71	43	59	50	59	41	79	47	47	36	70	44
Proportion of Faculty with 11-12 Month Contracts above $40,000												
Public Universities	85	60	88	76	85	55	87	68	100	50	83	60
Community Colleges	33	23	0	50	na	0	na	na	0	na	32	24
Large Private Institutions	81	77	69	72	82	74	52	46	100	na	77	73
Small Private Institutions	50	46	33	67	25	22	63	0	na	na	48	46
Statewide	78	66	67	73	71	55	63	52	100	50	75	64
Managerial Employees above $40,000												
Public Universities	88	62	69	56	58	28	97	65	100	50	85	60
Community Colleges	84	56	79	68	80	75	86	78	100	50	84	60
Large Private Institutions	80	61	51	39	56	42	74	55	50	50	78	57
Small Private Institutions	65	34	29	28	30	11	60	50	na	na	63	33
Statewide	81	56	63	51	61	35	85	62	75	43	80	55
Proportion of Professional Employees above $40,000												
Public Universities	35	19	19	18	16	16	32	47	40	13	32	20
Community Colleges	40	15	26	22	0	10	46	50	na	0	37	17
Large Private Institutions	39	33	17	29	21	32	26	35	50	50	34	32
Small Private Institutions	15	7	0	3	0	0	0	0	na	na	13	6
Statewide	35	25	19	22	15	20	29	40	42	19	32	25

Table 6 (Continued)

PROPORTION OF FALL 1993 FULL-TIME EMPLOYEES
WHO EARN IN TOP TWO SALARY RANGES FOR EACH OCCUPATION
BY RACE, GENDER, AND SECTOR

Occupation and Sector	White Non-Hispanic		Black Non-Hispanic		Hispanic		Asian or Pacific Islander		American Indian or Alaskan Native		Total *	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Employees above $20,000												
Public Universities	84 %	63 %	75 %	49 %	79 %	48 %	83 %	58 %	75 %	29 %	83 %	59 %
Community Colleges	86	75	82	60	69	79	100	100	100	100	85	74
Large Private Institutions	87	90	83	82	78	74	87	82	100	50	86	86
Small Private Institutions	82	66	100	45	56	18	50	67	na	100	80	61
Statewide	85	75	80	65	76	62	87	76	92	45	84	72
Proportion of Clerical/Secretarial Employees above $20,000												
Public Universities	40	33	38	40	28	28	45	28	100	46	39	36
Community Colleges	63	52	87	74	75	63	75	82	100	43	73	57
Large Private Institutions	56	67	45	67	38	62	48	62	na	30	51	66
Small Private Institutions	42	31	40	46	0	27	100	14	na	na	40	32
Statewide	49	46	47	59	37	46	45	53	75	43	47	50
Employees above $20,000												
Public Universities	99	82	96	86	100	100	100	na	100	100	99	83
Community Colleges	88	75	87	0	100	na	0	na	100	na	88	67
Large Private Institutions	97	83	100	75	98	na	100	na	na	na	98	80
Small Private Institutions	86	60	25	100	80	na	100	na	na	na	84	67
Statewide	96	80	95	76	98	100	95	na	100	100	96	80
Proportion of Service/Maintenance Employees above $18,000												
Public Universities	78	62	79	66	76	61	36	58	83	50	78	63
Community Colleges	81	68	87	87	76	86	71	100	100	100	82	75
Large Private Institutions	75	60	77	69	72	58	80	63	100	50	76	66
Small Private Institutions	51	19	39	19	44	11	50	0	na	na	48	19
Statewide	75	56	78	68	71	55	72	59	85	57	76	61

* Total includes those men and women for whom race/ethnicity is unknown.

Source: Integrated Postsecondary Education Data System

and professional fields than teach in business and the natural sciences. Furthermore, differences in salary might actually be differences in occupation. The occupational category of executive/administrative/managerial includes university presidents as well as assistant deans and supervisors of professional employees (e.g., Director of Computing Services). Gender and racial groups might be disproportionately represented among these diverse occupations, which would be a cause of salary differences. Similarly, because males and whites are more likely than others to be full professors with tenure, they are also more likely to be paid more.

Summary and Conclusions

Board of Higher Education policy aims to improve the representation of female and minority employees in positions of leadership--administrative and faculty positions. Research suggests that adequate representation of diverse administrative and faculty personnel can produce a more positive climate in which female and minority students can achieve. Of 88,198 full-time employees in higher education, women occupied one-third of faculty positions and almost one-half of administrative positions. Minorities occupied 12.5 percent of faculty positions and 14.9 percent of administrative positions. Women and minorities are less likely than men and whites to be in tenured faculty positions, although larger proportions of them are on track for tenure, suggesting that institutions have made attempts to increase the diversity of faculty in full-time, permanent positions.

Since the last Board of Higher Education report in 1989, representation has improved slightly in these occupations, although females, Blacks, and Hispanics remain underrepresented in administrative positions and faculty positions with tenure. Whites, and in some cases, Asians, are over-represented in these positions. White women and Black women have made the greatest gains in administrative positions, while white women and Asian men have made the greatest gains in tenured faculty positions.

Evidence of institutional efforts to diversify the representation of faculty and administrators is reported in the 1995 *Report to the Governor and General Assembly on Underrepresented Groups in Public Institutions of Higher Education in Illinois*. Most commonly, institutions have outlined hiring plans and goals, sometimes allocating additional resources to support costs associated with broadly-based searches for faculty members and administrators. A few institutions also monitor their progress through carefully managed data bases. To attract faculty, institutions have sponsored job fairs and have established special funds for research on women and minority issues. To retain faculty, institutions have created mentoring programs and have conducted climate surveys to discover ways to improve campus climate for women and minorities. Institutions have also expanded opportunities for women and minorities to move into administrative and tenured positions. For example, one institution has increased the number of administrative internships, and another has offered workshops to faculty on how to get tenure.

As noted, women and minorities have made some gains in leadership positions since 1979; however, their representation remains below their representation for all occupations. At the same time, greater numbers of minorities are earning advanced degrees from a wide range of academic disciplines. Larger pools of qualified persons will facilitate goals toward a more diverse leadership. In turn, a more diverse leadership will inspire still more students to enter careers in higher education. Institutions should maintain programs that accomplish these goals.

APPENDIX A

DEFINITIONS

Executive, Administrative, and Managerial. Persons whose assignments require primary (and major) responsibility for management of the institution, or a customarily recognized department or subdivision thereof. Assignments require the performance of work directly related to management policies or general business operations of the institution, department, or subdivision, etc. It is assumed that assignments in this category customarily and regularly require the incumbent to exercise discretion and independent judgement and to direct the work of others. Persons include all offices holding titles such as president, vice president, dean, director, or the equivalent, as well as officers subordinate to any of these administrators with such titles as associate dean, assistant dean, executive officer of academic departments (department heads, or the equivalent) if their principal activity is administrative. Supervisors of professional employees are included here, while supervisors of nonprofessional employees (technical, clerical, craft, and service/maintenance force) are to be reported with the specific categories of the personnel they supervise.

Faculty (Instruction/Research/Public Service). Persons whose specific assignments customarily are made for the purpose of conducting instruction, research, or public service as a principal activity (or activities), and who hold academic-rank titles of professor, associate professor, assistant professor, instructor, lecturer, or the equivalent of any of these academic ranks. If their principal activity is instructional, persons also include deans, directors, or the equivalent, as well as associate deans, assistant deans, and executive officers of academic departments (chairpersons, heads, or the equivalent).

Instruction/Research Assistants. Students employed on a part-time basis for the primary purpose of assisting in classroom or laboratory instruction or in the conduct of research. These positions are typically held by graduate students having titles such as teaching assistant, teaching associate, teaching fellow, or research assistant. Does not include any student in the College Work-Study Program.

Other Professionals (Support/Service). Persons employed for the primary purpose of performing academic support, student service, and institutional support activities, whose assignments would require either college graduation or experience of such kind and amount as to provide a comparable background. Includes employees such as librarians, accountants, systems analysts, and coaches.

Technical and Paraprofessionals. Persons whose assignments require specialized knowledge or skills which may be acquired through experience or academic work, such as offered in many two-year technical institutes, junior colleges, or through equivalent on-the-job training. Includes computer programmers and operators, drafters, engineering aides, junior engineers, mathematical aides, licensed practical or vocational nurses, dieticians, photographers, radio operators, scientific assistants, technical illustrators, technicians (medical, dental, electronic, physical sciences), and similar occupational activity categories which are institutionally defined as technical assignments.

Clerical and Secretarial. Persons whose assignments typically are associated with clerical activities or are specifically of a secretarial nature. Includes personnel who are responsible for internal and external communications, recording and retrieval of data (other than computer programmers) and/or information and other paperwork required in an office, such as bookkeepers, stenographers, clerk-typists, office-machine operators, statistical clerks, payroll clerks, etc. Includes also sales clerks such as those employed full-time in the bookstore and library clerks who are not recognized as librarians.

Skilled Crafts. Persons whose assignments typically require special manual skills and a thorough and comprehensive knowledge of the processes involved in the work, acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes mechanics and

repairers, electricians, stationary engineers, skilled machinists, upholsterers, carpenters, compositors, and type-setters.

Service/Maintenance. Persons whose assignments require limited degrees of previously acquired skills and knowledge and in which workers perform duties which result in or contribute to the comfort, convenience, and hygiene of personnel and the student body or which contribute to the upkeep and care of buildings, facilities or grounds of the institutional property. Includes chauffeurs, laundry, and dry cleaning operatives, cafeteria and restaurant workers, truck drivers, bus drivers, garage laborers, custodial personnel, gardeners, and groundskeepers, refuse collectors, construction laborers, and security personnel.

APPENDIX B

LIST OF TABLES

Table B-1	Race and Gender by Sector and Occupation: Fall 1993 Full-Time Employees
Table B-2	Race and Gender by Sector, Rank, and Tenure Status: Fall 1993 Full-Time Employees
Table B-3	Race and Gender by Sector, Occupation, and Salary Range: Fall 1993 Full-Time Employees

Table B-1

RACE AND GENDER BY SECTOR AND OCCUPATION
FALL 1993 FULL-TIME EMPLOYEES

Occupational Category	White Non-Hispanic		Black Non-Hispanic		Hispanic		Asian or Pacific Islander		American Indian or Alaskan Native		Total*	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Statewide Totals	32,472	34,749	4,202	9,184	1,156	1,658	1,973	1,705	112	113	40,514	47,684
Faculty	14,277	7,289	552	644	252	165	1,090	366	24	15	16,471	8,567
Executive/Admin./Managerial	3,789	2,694	332	510	77	75	87	61	4	7	4,301	3,352
Other Professionals	5,014	8,638	495	1,396	168	356	428	733	24	21	6,390	11,283
Technical/Paraprofessional	2,038	2,663	411	956	117	177	176	242	12	11	2,775	4,065
Clerical/Secretarial	1,095	11,794	539	4,311	108	722	92	245	4	44	1,846	17,136
Skilled Crafts	2,563	105	292	25	85	1	19	0	18	1	2,983	132
Service/Maintenance	3,696	1,566	1,581	1,342	349	162	81	58	26	14	5,748	3,149
Public Universities	14,518	13,992	1,703	3,393	422	646	795	591	83	70	17,813	18,812
Faculty	5,788	2,632	211	215	112	71	531	137	16	9	6,856	3,128
Executive/Admin./Managerial	1,417	865	155	187	33	25	39	20	1	2	1,647	1,100
Other Professionals	2,437	3,397	231	723	85	154	161	297	20	15	3,015	4,633
Technical/Paraprofessional	858	1,095	150	443	33	63	23	60	4	7	1,073	1,670
Clerical/Secretarial	394	5,021	164	1,326	32	270	22	58	2	26	617	6,704
Skilled Crafts	1,475	72	150	14	25	1	8		17	1	1,675	88
Service/Maintenance	2,149	910	642	485	102	62	11	19	23	10	2,930	1,489
Community Colleges	4,713	5,511	688	1,191	159	178	105	104	13	19	5,694	7,012
Faculty	2,418	1,740	186	277	23	25	62	57	6	5	2,701	2,110
Executive/Admin./Managerial	641	389	72	118	25	12	7	9	1	2	754	531
Other Professionals	339	626	72	119	7	21	13	12		2	431	781
Technical/Paraprofessional	383	508	50	55	13	14	7	8	2	1	455	587
Clerical/Secretarial	112	2,083	71	537	12	99	8	17	1	7	204	2,743
Skilled Crafts	258	16	47	2	9		1		1		317	18
Service/Maintenance	562	149	190	83	70	7	7	1	2	2	832	242
Higher Education Agencies	166	254	68	81	7	22	22	16	1	1	264	374
Executive/Admin./Managerial	53	57	13	8			2	1			68	66
Other Professionals	22	27	8	4		4	5	4			35	39
Technical/Paraprofessional	24	32	5	8	2	5	3	2			34	47
Clerical/Secretarial	66	138	38	61	5	13	12	9	1	1	122	222
Service/Maintenance	1		4								5	

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Table B-1 (Continued)

RACE AND GENDER BY SECTOR AND OCCUPATION
FALL 1993 FULL-TIME EMPLOYEES

Occupational Category	White Non-Hispanic		Black Non-Hispanic		Hispanic		Asian or Pacific Islander		American Indian or Alaskan Native		Total*	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Private Institutions With 500 or More Employees	10,167	11,855	1,605	4,273	460	647	977	941	15	21	13,487	17,858
Faculty	4,654	2,050	122	116	91	47	441	152	2	1	5,370	2,377
Executive/Admin./Managerial	1,179	994	75	168	9	19	34	29	2	2	1,301	1,214
Other Professionals	1,893	4,122	164	517	58	139	245	405	4	4	2,542	5,275
Technical/Paraprofessional	705	913	201	439	60	84	141	166	6	2	1,128	1,616
Clerical/Secretarial	470	3,483	261	2,278	55	284	48	154		10	838	6,217
Skilled Crafts	633	12	91	8	46		9				782	20
Service/Maintenance	633	281	691	747	141	74	59	35	1	2	1,526	1,139
Private Institutions With Fewer Than 500 Employees	2,908	3,137	138	246	108	165	74	53		2	3,256	3,628
Faculty	1,417	867	33	36	26	22	56	20			1,544	952
Executive/Admin./Managerial	499	389	17	29	10	19	5	2		1	531	441
Other Professionals	323	466	20	33	18	38	4	15			367	555
Technical/Paraprofessional	68	115	5	11	9	11	2	6		1	85	145
Clerical/Secretarial	53	1,069	5	109	4	56	2	7			65	1,250
Skilled Crafts	197	5	4	1	5		1				209	6
Service/Maintenance	351	226	54	27	36	19	4	3			455	279

* Total includes those men and women for whom race/ethnicity is unknown.

Source: Integrated Postsecondary Education Data System

Table B-2

RACE AND GENDER BY SECTOR, RANK, AND TENURE STATUS
FALL 1993 FULL-TIME EMPLOYEES

Faculty Rank and Tenure	White Non-Hispanic		Black Non-Hispanic		Hispanic		Asian or Pacific Islander		American Indian or Alaskan Native		Total*	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Statewide Totals	14,277	7,289	552	644	252	165	1,090	366	24	15	16,471	8,567
Tenured Faculty	9,561	3,373	306	295	125	58	601	136	11	7	10,637	3,878
Professors	5,072	1,046	99	78	59	17	353	43	5	1	5,606	1,188
Associate Professors	2,880	1,252	115	95	48	23	198	55	4	2	3,258	1,433
Assistant Professors	493	387	36	67	11	5	27	18		3	568	480
Instructors	591	365	41	41	6	6	11	7			649	419
Lecturers	3	9		1							3	10
Tenured, No Rank	522	314	15	13	1	7	12	13	2	1	553	348
Non-tenured, On-track	2,823	2,038	159	191	88	62	287	134	10	3	3,499	2,464
Professors	118	32	1	2	4		8	1	1		136	35
Associate Professors	379	208	20	8	6	3	35	17	2		445	236
Assistant Professors	1,940	1,296	95	96	59	45	218	84	6	3	2,427	1,555
Instructors	285	408	40	79	18	13	21	31	1		379	535
Lecturers	2	1									2	1
On-track, No Rank	99	93	3	6	1	1	5	1			110	102
Non-tenured Faculty	1,893	1,878	87	158	39	45	202	96	3	5	2,335	2,225
Professors	193	52	2	1	3		7				215	53
Associate Professors	191	73	5	5	4	1	19	2			225	81
Assistant Professors	466	393	7	26	4	11	54	34	2	2	576	480
Instructors	314	638	30	59	6	7	17	20			377	730
Lecturers	151	150	3	10	2	5	11	9			176	179
Non-tenured, No Rank	578	572	40	57	20	21	94	31	1	3	766	702

Table B-2 (Continued)

RACE AND GENDER BY SECTOR, RANK, AND TENURE STATUS
FALL 1993 FULL-TIME EMPLOYEES

Faculty Rank and Tenure	White Non-Hispanic		Black Non-Hispanic		Hispanic		Asian or Pacific Islander		American Indian or Alaskan Native		Total*	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Public Universities	5,788	2,632	211	215	112	71	531	137	16	9	6,856	3,128
Tenured Faculty	4,091	1,066	108	71	65	25	348	62	5	2	4,642	1,234
Professors	2,379	410	44	20	32	5	221	26	3	1	2,693	465
Associate Professors	1,460	518	49	33	26	16	114	27	2	1	1,661	600
Assistant Professors	189	110	7	12	6	1	6	5			209	128
Instructors	9	5		1		1					9	7
Lecturers	1										1	
Tenured, No Rank	53	23	8	5	1	2	7	4			69	34
Non-tenured, On-track	932	667	60	59	34	24	120	32	8	2	1,234	806
Professors	10	6	1	1			1				15	7
Associate Professors	109	55	7	5		1	10	1	2		130	62
Assistant Professors	793	579	51	51	33	23	105	30	6	2	1,063	707
Instructors	11	20		2			2				13	22
On-track, No Rank	9	7	1		1		2	1			13	8
Non-tenured Faculty	765	899	43	85	13	22	63	43	3	5	980	1,088
Professors	35	7	1	1	1		1				47	8
Associate Professors	39	13	3	3	3		2				52	16
Assistant Professors	190	152	5	8	2	5	25	14	2	2	256	189
Instructors	114	294	22	39	2	4	9	14			155	354
Lecturers	81	87	3	5	1	1	4	4			95	102
Non-tenured, No Rank	306	346	9	29	4	12	22	11	1	3	375	419

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Table B-2 (Continued)

RACE AND GENDER BY SECTOR, RANK, AND TENURE STATUS
FALL 1993 FULL-TIME EMPLOYEES

Faculty Rank and Tenure	White Non-Hispanic		Black Non-Hispanic		Hispanic		Asian or Pacific Islander		American Indian or Alaskan Native		Total*	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Community Colleges	2,418	1,740	186	277	23	25	62	57	6	5	2,701	2,110
Tenured Faculty	2,138	1,384	143	203	12	14	54	41	5	5	2,353	1,647
Professors	621	315	31	55	2	4	18	9	1		673	383
Associate Professors	317	271	36	48	3	1	11	11	2	1	369	332
Assistant Professors	181	161	28	51	2	2	11	6		3	222	223
Instructors	577	353	41	40	5	5	11	7			634	405
Lecturers		9		1								10
Tenured, No Rank	442	275	7	8		2	3	8	2	1	455	294
Non-tenured, On-track	230	301	40	68	10	10	8	16	1		294	398
Professors	2			1	2			1			4	2
Associate Professors	16	16	4				1	3			21	19
Assistant Professors	27	41	4	4		2	3	3			35	52
Instructors	116	176	30	57	8	7	4	9	1		162	250
On-track, No Rank	69	68	2	6		1					72	75
Non-tenured Faculty	50	55	3	6	1	1					54	65
Professors	1	1									1	1
Assistant Professors	2	1		1							2	4
Instructors	10	14	2	1	1						13	16
Non-tenured, No Rank	37	39	1	4		1					38	44

Table B-2 (Continued)

RACE AND GENDER BY SECTOR, RANK, AND TENURE STATUS
FALL 1993 FULL-TIME EMPLOYEES

Faculty Rank and Tenure	White Non-Hispanic		Black Non-Hispanic		Hispanic		Asian or Pacific Islander		American Indian or Alaskan Native		Total*	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Private Institutions With 500 or More Employees	4,654	2,050	122	116	91	47	441	152	2	1	5,370	2,377
Tenured Faculty	2,630	623	46	16	42	13	166	27	1		2,887	679
Professors	1,648	237	21	3	21	7	99	6	1		1,792	253
Associate Professors	885	314	24	11	18	4	58	14			985	343
Assistant Professors	89	67	1	2	3	2	9	7			102	78
Instructors		3										3
Lecturers	2										2	
Tenured, No Rank	6	2									6	2
Non-tenured, On-track	1,325	810	44	52	38	22	143	75	1	1	1,594	967
Professors	78	18			2		7		1		89	18
Associate Professors	184	89	3	2	4	2	18	10			209	103
Assistant Professors	924	516	33	34	23	15	101	44		1	1,112	613
Instructors	135	179	8	16	9	5	14	21			176	224
On-track, No Rank	4	8					3				8	9
Non-tenured Faculty	699	617	32	48	11	12	132	50			889	731
Professors	87	23			1		6				95	23
Associate Professors	94	31	2	2	1		15	2			113	35
Assistant Professors	177	130	1	11	1	3	27	17			215	165
Instructors	118	256	5	16	1	2	8	6			133	280
Lecturers	69	59		5	1	4	6	5			79	73
Non-tenured, No Rank	154	118	24	14	6	3	70	20			254	155

Table B-2 (Continued)

RACE AND GENDER BY SECTOR, RANK, AND TENURE STATUS
FALL 1993 FULL-TIME EMPLOYEES

Faculty Rank and Tenure	White Non-Hispanic		Black Non-Hispanic		Hispanic		Asian or Pacific Islander		American Indian or Alaskan Native		Total*	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Private Institutions With Fewer Than 500 Employees	1,417	867	33	36	26	22	56	20			1,544	952
Tenured Faculty	702	300	9	5	6	6	33	6			755	318
Professors	424	84	3		4	1	15	2			448	87
Associate Professors	218	149	6	3	1	2	15	3			243	158
Assistant Professors	34	49		2			1				35	51
Instructors	5	4			1						6	4
Tenured, No Rank	21	14				3	2	1			23	18
Non-tenured, On-track	336	260	15	12	6	6	16	11			377	293
Professors	28	8									28	8
Associate Professors	70	48	6	1	2		6	3			85	52
Assistant Professors	196	160	7	7	3	5	9	7			217	183
Instructors	23	33	2	4	1	1	1	1			28	39
Lecturers	2	1									2	1
On-track, No Rank	17	10									17	10
Non-tenured Faculty	379	307	9	19	14	10	7	3			412	341
Professors	70	21	1		1						72	21
Associate Professors	58	29				1	2				60	30
Assistant Professors	97	110	1	6	1	3	2	3			103	122
Instructors	72	74	1	3	2	1					76	80
Lecturers	1	4					1				2	4
Non-tenured, No Rank	81	69	6	10	10	5	2				99	84

* Total includes those men and women for whom race/ethnicity is unknown.

Source: Integrated Postsecondary Education Data System

Table B-3

RACE AND GENDER BY SECTOR, OCCUPATION, AND SALARY RANGE
FALL 1993 FULL-TIME EMPLOYEES

Occupation and Salary Range	White Non-Hispanic		Black Non-Hispanic		Hispanic		Asian or Pacific Islander		American Indian or Alaskan Native		Total*	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Public Universities	14,518	13,992	1,703	3,393	422	646	795	591	83	70	17,813	18,812
Faculty with less than a 9-10 Month Contract	22	34	2	1		1	2	1			34	38
Faculty with 9-10 month contracts												
Below $20,000	84	138	15	21	1	4	11	4			116	173
$20,000 - $29,999	252	387	19	27	6	6	12	15	2		306	443
$30,000 - $39,999	1,063	781	56	59	32	21	60	34	7	4	1,265	914
$40,000 - 54,999	1,901	501	72	45	38	18	171	19	3	1	2,234	600
$55,000 and above	1,291	155	22	13	14	2	158	8	2		1,511	179
Faculty with 11-12 Month Contracts												
Below $20,000	13	11				1					16	12
$20,000 - $29,999	59	74	1	3	2	4	6	7			95	96
$30,000 - $39,999	110	171	2	9	1	4	9	11		2	132	202
$40,000 - 54,999	295	200	12	25	7	6	24	17	1	2	343	253
$55,000 and above	698	180	10	12	10	5	78	21	1		804	218
Executive/Administrative/Managerial												
Below $20,000	1	4	3	2							4	6
$20,000 - $29,999	44	106	22	30	3	8		1			69	145
$30,000 - $39,999	131	216	23	51	11	10	1	6		1	166	284
$40,000 - 54,999	382	299	42	61	10	2	10	6	1	1	445	370
$55,000 and above	859	240	65	43	9	5	28	7			963	295
Other Professionals												
Below $20,000	118	197	22	69	5	15	6	8		2	158	302
$20,000 - $29,999	660	1,355	91	305	42	76	40	73	5	6	875	1,839
$30,000 - $39,999	808	1,206	73	218	24	38	63	75	7	5	1,006	1,553
$40,000 - 54,999	631	539	37	106	12	21	40	94	7	1	732	762
$55,000 and above	220	100	8	25	2	4	12	47	1	1	244	177
Technical and Paraprofessionals												
Below $12,000	5	8	3	16							8	24
$12,000 - $19,999	131	394	35	208	7	33	4	25	1	5	178	665
$20,000 - $29,999	467	563	89	198	23	26	16	32	1	1	601	822
$30,000 and above	255	130	23	21	3	4	3	3	2	1	286	159

Table B-3 (Continued)

RACE AND GENDER BY SECTOR, OCCUPATION, AND SALARY RANGE
FALL 1993 FULL-TIME EMPLOYEES

Occupation and Salary Range	White Non-Hispanic		Black Non-Hispanic		Hispanic		Asian or Pacific Islander		American Indian or Alaskan Native		Total*	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Public Universities (Continued)												
Clerical and Secretarial												
Below $12,000	3	27	2	2	1						6	29
$12,000 - $19,999	233	3,319	100	788	22	194	12	42		14	368	4,357
$20,000 - $29,999	137	1,555	58	506	9	74	10	15	2	10	218	2,163
$30,000 and above	21	120	4	30		2		1		2	25	155
Skilled Crafts												
$12,000 - $19,999	17	13	6	2							23	15
$20,000 - $29,999	130	31	19	5	3	1			1	1	153	38
$30,000 and above	1,328	28	125	7	22		8		16		1,499	35
Service/Maintenance												
Below $12,000	17	30	17	12	1	1		1			35	46
$12,000 - $17,999	461	320	116	155	23	23	7	7	4	5	613	511
$18,000 - $24,999	917	453	358	288	57	36	2	11	15	5	1,350	793
$25,000 and above	754	107	151	30	21	2	2		4		932	139
Community Colleges	4,713	5,511	688	1,191	159	178	105	104	13	19	5,694	7,012
Faculty with less than a 9-10 Month Contract	2	5									2	5
Faculty with 9-10 month contracts												
Below $20,000	2	6		8		1					2	15
$20,000 - $29,999	141	212	13	25	3	3		3			160	243
$30,000 - $39,999	452	558	45	78	7	12	12	16	1	3	519	672
$40,000 - 54,999	1,031	621	81	120	9	3	29	23	4	2	1,155	770
$55,000 and above	683	278	44	44	4	5	21	15			752	342
Faculty with 11-12 Month Contracts												
Below $20,000												
$20,000 - $29,999	13	23									13	23
$30,000 - $39,999	59	23	3	1		1					62	25
$40,000 - 54,999	28	12		1					1		29	13
$55,000 and above	7	2									7	2

Table B–3 (Continued)

RACE AND GENDER BY SECTOR, OCCUPATION, AND SALARY RANGE
FALL 1993 FULL–TIME EMPLOYEES

Occupation and Salary Range	White Non–Hispanic		Black Non–Hispanic		Hispanic		Asian or Pacific Islander		American Indian or Alaskan Native		Total*	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Community Colleges (Continued)												
Executive/Administrative/Managerial												
Below $20,000	1	6	1								2	6
$20,000 – $29,999	27	59		11						1	27	71
$30,000 – $39,999	75	106	14	27	5	3	1	2			95	138
$40,000 – 54,999	192	134	27	45	15	5	5	4	1		240	188
$55,000 and above	346	84	30	35	5	4	1	3		1	390	128
Other Professionals												
Below $20,000	13	33	1	8		3					14	44
$20,000 – $29,999	90	284	29	51	3	6	2	4			124	346
$30,000 – $39,999	100	212	23	34	4	10	5	2		2	132	260
$40,000 – 54,999	87	81	13	17		2	4	5			104	105
$55,000 and above	49	16	6	9			2	1			57	26
Technical and Paraprofessionals												
Below $12,000	3	5				1					3	6
$12,000 – $19,999	51	123	9	22	4	2					64	147
$20,000 – $29,999	155	234	23	20	5	9	3	5		1	186	270
$30,000 and above	174	146	18	13	4	2	4	3	2		202	164
Clerical and Secretarial												
Below $12,000	4	56		9		2					4	67
$12,000 – $19,999	38	952	9	128	3	35	2	3		4	52	1,122
$20,000 – $29,999	53	917	27	210	5	47	2	11	1	3	88	1,188
$30,000 and above	17	158	35	190	4	15	4	3			60	366
Skilled Crafts												
Below $12,000		1										1
$12,000 – $19,999	31	3	6	2			1				38	5
$20,000 – $29,999	84	7	6		4				1		95	7
$30,000 and above	143	5	35		5						184	5
Service/Maintenance												
Below $12,000	5	3		2							5	5
$12,000 – $17,999	101	45	25	9	17	1	2				146	55
$18,000 – $24,999	240	74	126	62	27	5	5	1	1	2	399	144
$25,000 and above	216	27	39	10	26	1			1		282	38

Table B–3 (Continued)

RACE AND GENDER BY SECTOR, OCCUPATION, AND SALARY RANGE
FALL 1993 FULL–TIME EMPLOYEES

Occupation and Salary Range	White Non–Hispanic		Black Non–Hispanic		Hispanic		Asian or Pacific Islander		American Indian or Alaskan Native		Total*	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Higher Education Agencies	166	254	68	81	7	22	22	16	1	1	264	374
Executive/Administrative/Managerial												
$20,000 – $29,999	5	8	8	4							13	12
$30,000 – $39,999	12	23	2	2							14	25
$40,000 – 54,999	12	15	1	1			2	1			15	17
$55,000 and above	24	11	2	1							26	12
Other Professionals												
$20,000 – $29,999	1	5	3			3	3	1			7	9
$30,000 – $39,999	14	20	5	4			1	3			20	27
$40,000 – 54,999	7	2				1	1				8	3
Technical and Paraprofessionals												
$12,000 – $19,999				1								1
$20,000 – $29,999	16	25	5	6	2	4	1	2			24	37
$30,000 and above	8	7		1		1	2				10	9
Clerical and Secretarial												
$12,000 – $19,999	44	70	28	49	4	9	12	7	1		89	135
$20,000 – $29,999	21	62	10	11	1	4		2		1	32	80
$30,000 and above	1	6		1							1	7
Service and Maintenance												
$12,000 – $17,999	1		4								5	
Private Institutions with More Than 500 Employees	10,167	11,855	1,605	4,273	460	647	977	941	15	21	13,487	17,858
Faculty with less than a 9–10 Month Contract	20	8									21	8
Faculty with 9–10 Month Contracts												
Below $20,000	11	16	1	2	2	1	1				18	20
$20,000 – $29,999	105	139	7	7	2	2	3	2			119	151
$30,000 – $39,999	473	394	28	22	12	9	30	17			555	447
$40,000 – 54,999	946	407	28	26	19	9	53	15			1,070	459
$55,000 and above	1,312	216	22	9	12	7	95	7		1	1,451	240

Table B-3 (Continued)

RACE AND GENDER BY SECTOR, OCCUPATION, AND SALARY RANGE
FALL 1993 FULL-TIME EMPLOYEES

Occupation and Salary Range	White Non-Hispanic		Black Non-Hispanic		Hispanic		Asian or Pacific Islander		American Indian or Alaskan Native		Total*	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Private Institutions with More Than 500 Employees (Continued)												
Faculty with 11-12 Month Contracts												
Below $20,000	80	32	3	4	4	1	27	18			115	56
$20,000 - $29,999	83	43	3	3			59	14			146	61
$30,000 - $39,999	184	124	5	7	4	4	39	28			232	163
$40,000 - 54,999	263	277	8	15	6	5	32	20			310	317
$55,000 and above	1,177	394	17	21	30	9	102	31	2		1,333	455
Executive/Administrative/Managerial												
Below $20,000	8	4	2								10	4
$20,000 - $29,999	59	105	7	30	2	3	3	2			71	140
$30,000 - $39,999	167	282	28	73	2	8	6	11	1	1	205	375
$40,000 - 54,999	299	333	26	48	5	5	11	10	1	1	342	399
$55,000 and above	646	270	12	17		3	14	6			673	296
Other Professionals												
Below $20,000	63	72	4	9	1	1	5	3	1		101	94
$20,000 - $29,999	495	993	66	172	29	38	86	121	1	2	778	1,387
$30,000 - $39,999	600	1,689	66	188	16	56	91	138			809	2,088
$40,000 - 54,999	448	1,199	15	137	9	41	45	132	1	2	528	1,512
$55,000 and above	287	169	13	11	3	3	18	11	1		326	194
Technical and Paraprofessionals												
Below $12,000	5	1									6	3
$12,000 - $19,999	90	90	34	79	13	22	18	30		1	157	226
$20,000 - $29,999	311	463	107	281	31	45	64	82	2	1	526	878
$30,000 and above	299	359	60	79	16	17	59	54	4		439	509
Clerical and Secretarial												
Below $12,000	3	31		3							3	34
$12,000 - $19,999	205	1,130	144	751	34	108	25	58		7	410	2,060
$20,000 - $29,999	236	1,945	110	1,381	20	160	20	81		3	388	3,572
$30,000 and above	26	377	7	143	1	16	3	15			37	551

Table B-3 (Continued)

RACE AND GENDER BY SECTOR, OCCUPATION, AND SALARY RANGE
FALL 1993 FULL-TIME EMPLOYEES

Occupation and Salary Range	White Non-Hispanic		Black Non-Hispanic		Hispanic		Asian or Pacific Islander		American Indian or Alaskan Native		Total*	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Private Institutions with More Than 500 Employees (Continued)												
Skilled Crafts												
Below $12,000	3										3	
$12,000 – $19,999	15	2		2	1						16	4
$20,000 – $29,999	89	4	31	6	11		1				132	10
$30,000 and above	526	6	60		34		8				631	6
Service/Maintenance												
Below $12,000	47	36	12	16	9	1	1				69	53
$12,000 – $17,999	109	77	146	213	30	30	11	13		1	296	334
$18,000 – $24,999	316	125	441	449	79	35	42	18	1	1	879	628
$25,000 and above	161	43	92	69	23	8	5	4			282	124
Private Institutions with Fewer Than 500 Employees	2,908	3,137	138	246	108	165	74	53		2	3,256	3,628
Faculty with less than 9-10 Month Contracts	9	11									9	11
Faculty with 9-10 Month Contracts												
Below $20,000	18	7			2						20	7
$20,000 – $29,999	141	138	2	7	2	3	6	1			152	151
$30,000 – $39,999	428	344	10	13	1	7	13	10			454	375
$40,000 – 54,999	435	188	9	6	5	3	20	4			472	201
$55,000 and above	79	10		1			9	1			90	12
Faculty with 11-12 Month Contracts												
Below $20,000	33	10	3	1	2	1		1			38	13
$20,000 – $29,999	42	37	3	1	8	5	1	2			54	45
$30,000 – $39,999	79	44	2	1	2	1	2	1			88	47
$40,000 – 54,999	102	58	2	6	2	1	4				111	69
$55,000 and above	51	20	2		2	1	1				56	21
Executive/Administrative/Managerial												
Below $20,000	8	21	1	1							9	22
$20,000 – $29,999	58	123	2	8	1	11	1	1		1	62	144
$30,000 – $39,999	111	111	9	12	6	6	1				127	129
$40,000 – 54,999	138	88	2	8	2	2	2				144	98
$55,000 and above	184	46	3		1		1	1			189	48

Table B-3 (Continued)

RACE AND GENDER BY SECTOR, OCCUPATION, AND SALARY RANGE
FALL 1993 FULL-TIME EMPLOYEES

Occupation and Salary Range	White Non-Hispanic		Black Non-Hispanic		Hispanic		Asian or Pacific Islander		American Indian or Alaskan Native		Total*	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Private Institutions with Fewer Than 500 Employees (Continued)												
Other Professionals												
Below $20,000	57	112	4	6	5	16	1	2			67	137
$20,000 – $29,999	134	255	15	21	11	20	3	10			164	307
$30,000 – $39,999	84	68	1	5	2	2		3			87	79
$40,000 – 54,999	39	28		1							40	29
$55,000 and above	9	3									9	3
Technical and Paraprofessionals												
Below $12,000		1										1
$12,000 – $19,999	12	38		6	4	9	1	2			17	55
$20,000 – $29,999	39	58	4	4	3	1		4		1	47	68
$30,000 and above	17	18	1	1	2	1	1				21	21
Clerical and Secretarial												
Below $12,000	3	74		4		3					3	81
$12,000 – $19,999	28	661	3	55	4	38		6			36	768
$20,000 – $29,999	22	310	2	49		15	2	1			26	376
$30,000 and above		24		1								25
Skilled Crafts												
Below $12,000	1										1	
$12,000 – $19,999	27	2	3		1						32	2
$20,000 – $29,999	115	3	1	1	3		1				121	4
$30,000 and above	54				1						55	
Service/Maintenance												
Below $12,000	39	49	5	2	2	4		2			54	57
$12,000 – $17,999	133	135	28	20	18	13	2	1			181	169
$18,000 – $24,999	126	37	12	5	14	2	2				155	48
$25,000 and above	53	5	9		2						65	5

Table B-3 (Continued)

RACE AND GENDER BY SECTOR, OCCUPATION, AND SALARY RANGE
FALL 1993 FULL-TIME EMPLOYEES

Occupation and Salary Range	White Non-Hispanic		Black Non-Hispanic		Hispanic		Asian or Pacific Islander		American Indian or Alaskan Native		Total*	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Statewide Totals	32,472	34,749	4,202	9,184	1,156	1,658	1,973	1,705	112	113	40,514	47,684
Faculty with less than 9-10 Month Contracts	53	58	2	1	1		2	1			66	62
Faculty with 9-10 Month Contracts												
Below $20,000	115	167	16	31	5	6	12	4			156	215
$20,000 - $29,999	639	876	41	66	13	14	21	21	2		737	988
$30,000 - $39,999	2,416	2,077	139	172	52	49	115	77	8	7	2,793	2,408
$40,000 - 54,999	4,313	1,717	190	197	71	33	273	61	7	3	4,931	2,030
$55,000 and above	3,365	659	88	67	30	14	283	31	2	1	3,804	773
Faculty with 11-12 Month Contracts												
Below $20,000	126	53	6	5	6	3	27	19			169	81
$20,000 - $29,999	197	177	7	7	10	9	66	23			308	225
$30,000 - $39,999	432	362	12	18	7	10	50	40		2	514	437
$40,000 - 54,999	688	547	22	47	15	12	60	37	2	2	793	652
$55,000 and above	1,933	596	29	33	42	15	181	52	3		2,200	696
Executive/Administrative/Managerial												
Below $20,000	18	35	7	3							25	38
$20,000 - $29,999	193	401	39	83	6	22	4	4		2	242	512
$30,000 - $39,999	496	738	76	165	24	27	9	19	1	2	607	951
$40,000 - 54,999	1,023	869	98	163	32	14	30	21	3	2	1,186	1,072
$55,000 and above	2,059	651	112	96	15	12	44	17		1	2,241	779
Other Professionals												
Below $20,000	251	414	31	92	11	35	12	13	1	2	340	577
$20,000 - $29,999	1,380	2,892	204	549	85	143	134	209	6	8	1,948	3,888
$30,000 - $39,999	1,606	3,195	168	449	46	106	160	221	7	7	2,054	4,007
$40,000 - 54,999	1,212	1,849	65	261	21	65	90	231	8	3	1,412	2,411
$55,000 and above	565	288	27	45	5	7	32	59	2	1	636	400
Technical and Paraprofessionals												
Below $12,000	13	15	3	16		1					17	34
$12,000 - $19,999	284	645	78	316	28	66	23	57	1	6	416	1,094
$20,000 - $29,999	988	1,343	228	509	64	85	84	125	3	4	1,384	2,075
$30,000 and above	753	660	102	115	25	25	69	60	8	1	958	862

Table B–3 (Continued)

RACE AND GENDER BY SECTOR, OCCUPATION, AND SALARY RANGE
FALL 1993 FULL–TIME EMPLOYEES

Occupation and Salary Range	White Non–Hispanic		Black Non–Hispanic		Hispanic		Asian or Pacific Islander		American Indian or Alaskan Native		Total*	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Statewide Totals (Continued)												
Clerical and Secretarial												
Below $12,000	13	188	2	18	1	5					16	211
$12,000 – $19,999	548	6,132	284	1,771	67	384	51	116	1	25	955	8,442
$20,000 – $29,999	469	4,789	207	2,157	35	300	34	110	3	17	752	7,379
$30,000 and above	65	685	46	365	5	33	7	19		2	123	1,104
Skilled Crafts												
Below $12,000	4	1									4	1
$12,000 – $19,999	90	20	15	6	2		1				109	26
$20,000 – $29,999	418	45	57	12	21	1	2		2	1	501	59
$30,000 and above	2,051	39	220	7	62		16		16		2,369	46
Service/Maintenance												
Below $12,000	108	118	34	32	12	6	1	3			163	161
$12,000 – $17,999	805	577	319	397	88	67	22	21	4	6	1,241	1,069
$18,000 – $24,999	1,599	689	937	804	177	78	51	30	17	8	2,783	1,613
$25,000 and above	1,184	182	291	109	72	11	7	4	5		1,561	306

* Total includes men and women for whom race/ethnicity is unknown.

Source: Integrated Postsecondary Education Data System